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| <p style="text-align: center;">EMPLOYEE HANDOUT ELIGIBILITY FOR RETIREMENT CIVIL SERVICE RETIREMENT SYSTEM (CSRS)</p> |
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GENERAL ELIGIBILITY REQUIREMENTS

Under CSRS, you must have at least 5 years of creditable civilian service to be eligible for an annuity. Additionally, you must be subject to CSRS for 1 out of the 2 years of service before separation on which your retirement is based (this requirement does not apply in disability retirement cases).

OPTIONAL RETIREMENT

| <u>AGE</u> | <u>YEARS OF SERVICE</u> |
|------------|-------------------------|
| 62 | 5 |
| 60 | 20 |
| 55 | 30 |

If you retire on the 1st, 2nd, or 3rd of the month, your annuity will commence the next day. If your retirement date is on the 4th day of the month or later, your annuity will commence on the 1st day of the month following the month in which you retired.

EARLY RETIREMENT

Voluntary Early Retirement Authority (VERA)

| | |
|---------|----|
| 50 | 20 |
| Any Age | 25 |

Discontinued Service – Involuntary

| | |
|---------|----|
| 50 | 20 |
| Any Age | 25 |

Annuity commences the first day following the date of the involuntary separation. Your annuity is reduced by 2% for each year you are under age 55.

DEFERRED RETIREMENT

| | |
|----|---|
| 62 | 5 |
|----|---|

You must not have taken a refund of retirement deductions for the last period of service. In a deferred retirement, you will have no credit for unused sick leave, nor will your life and health insurance be reinstated. You, as the former employee, should not apply more than 3 months before eligibility. Annuity will commence on your 62nd birthday.

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DISABILITY RETIREMENT

| | |
|---------|---|
| Any Age | 5 |
|---------|---|

Annuity commences the last day of pay or the day following your date of separation. A deposit may be required to make redeposit service creditable.

LAW ENFORCEMENT (LEO)/FIREFIGHTERS (FF)

| | |
|----|----|
| 50 | 20 |
|----|----|

AIR TRAFFIC CONTROLLERS (ATC)

| | |
|---------|----|
| 50 | 20 |
| Any Age | 25 |

MANDATORY RETIREMENT AGE FOR SPECIAL GROUPS

| | |
|--------|----|
| LEO 57 | 20 |
| ATC 56 | 20 |
| FF 55 | 20 |

The following categories of CSRS ATCs are automatically exempt from mandatory separation:

- ATCs who were first appointed by the Department of Transportation before May 16, 1972;
- ATCs who were first appointed by the Department of Defense before September 12, 1980; and
- Flight service station specialists who were first appointed before January 1, 1987.

Annuity commencement dates are the same as for immediate retirement.

As a LEO/ATC/FF employee, you must be separated at the end of the month in which you reach your mandatory retirement age or upon completing 20 years of service under the special retirement provisions, whichever is later.

If you are eligible for retirement under the special provisions but are not currently occupying a LEO/FF/ATC position, you are not required to retire and are not subject to mandatory separation.

EMPLOYEE HANDOUT ELIGIBILITY FOR RETIREMENT FEDERAL EMPLOYEES RETIREMENT SYSTEM (FERS)

GENERAL ELIGIBILITY REQUIREMENTS

Under FERS, you must have at least 5 years of creditable civilian service to be eligible for an annuity and be covered by the retirement system on the day of separation.

Exception: The service requirement for disability retirement is 18 months.

OPTIONAL RETIREMENT

| <u>AGE</u> | <u>YEAR OF SERVICE</u> |
|-------------------------------------|------------------------|
| 62 | 5 |
| 60 | 20 |
| Minimum Retirement Age (MRA) | 30 |

If you retire voluntarily, your annuity will commence on the first day of the following month following your retirement separation. Refer to the Minimum Retirement Age (MRA) Schedule.

MRA + 10

You can retire as early as age 55 with as little as 10 years of service. This allows you to retire at your MRA with 10 to 29 years of service. An MRA + 10 retirement is effective the first day of the month following separation from service. A separating employee can reduce or eliminate the age reduction by postponing the commencing date of the MRA + 10 annuity. A postponed MRA + 10 annuity becomes effective the first day of the month you elect to receive payments. (MRA + 10 optional retirement -- upon separation, you met the age requirement based on your MRA and you had at least 10 years of creditable service, but less than 30 years.)

EARLY RETIREMENT

Voluntary Early Retirement Authority (VERA)

| | |
|---------|----|
| 50 | 20 |
| ANY AGE | 25 |

Discontinued Service - Involuntary

| | |
|---------|----|
| 50 | 20 |
| ANY AGE | 25 |

Annuity commences the day after the date of the involuntary separation.

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| <p style="text-align: center;">EMPLOYEE HANDOUT ELIGIBILITY FOR RETIREMENT FEDERAL EMPLOYEES RETIREMENT SYSTEM (FERS)</p> |
|---|

DEFERRED RETIREMENT

| | |
|------------|-----------|
| 62 | 5 |
| MRA | 10 |

If you have taken a refund of your retirement contributions, you have no annuity right. If you have not taken a refund, you should apply not more than 3 months before eligibility. When you apply, there is no credit for unused sick leave, nor will life and health insurance be reinstated. The annuity is effective the first day of the month after your 62nd birthday or the first day of the month after you meet your MRA. (MRA + 10 deferred -- upon separation, you did not meet the age (MRA), however, you had at least 10 years of creditable service -- upon attaining your MRA after separation, you are eligible for a deferred benefit.)

DISABILITY RETIREMENT

| | |
|----------------|------------------|
| ANY AGE | 18 months |
|----------------|------------------|

Annuity will commence the first day in a non-pay status and meet first eligibility (18 months).

LAW ENFORCEMENT (LEO)/FIREFIGHTERS (FF)

| | |
|----------------|---|
| 50 | 20 <i>(at least 3 years primary)</i> |
| ANY AGE | 25 <i>(at least 3 years primary)</i> |

The special retirement coverage will continue in a secondary position if you have at least 3 years of primary coverage and there was no break in service from the primary to secondary position.

AIR TRAFFIC CONTROLLERS (ATC)

| | |
|----------------|-----------|
| 50 | 20 |
| ANY AGE | 25 |

MILITARY TECHNICIANS *(who lose their military status)*

| | |
|-----------|-----------|
| 50 | 25 |
|-----------|-----------|

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| <p style="text-align: center;">EMPLOYEE HANDOUT ELIGIBILITY FOR RETIREMENT FEDERAL EMPLOYEES RETIREMENT SYSTEM (FERS)</p> |
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MANDATORY RETIREMENT AGE FOR SPECIAL GROUPS

| | | |
|------------|-----------|-----------|
| LEO | 57 | 20 |
| ATC | 56 | 20 |
| FF | 55 | 20 |

As a LEO/ATC/FF employee, you must be separated at the end of the month in which you reach your mandatory retirement age or upon completing 20 years of service under the special retirement provisions, whichever is later.

If you are eligible for retirement under the special provisions but are not currently occupying a law enforcement or firefighter position, you are not required to retire and are not subject to mandatory separation.

Annuity commencement dates are the same as for immediate retirement. For retirement purposes, you are considered to reach the age requirement on the day before your birthday.

**FERS -- MINIMUM RETIREMENT AGE (MRA)
SCHEDULE**

IF YOU WERE BORN IN YOUR MRA IS.....

| | |
|-------------------------|----------------------------|
| Before 1948..... | 55 years |
| 1948..... | 55 years, 2 months |
| 1949..... | 55 years, 4 months |
| 1950..... | 55 years, 6 months |
| 1951..... | 55 years, 8 months |
| 1952..... | 55 years, 10 months |
| 1953 - 1964..... | 56 years |
| 1965..... | 56 years, 2 months |
| 1966..... | 56 years, 4 months |
| 1967..... | 56 years, 6 months |
| 1968..... | 56 years, 8 months |
| 1969..... | 56 years, 10 months |
| After 1969..... | 57 years |